

Doc. # 5461
ADOPTED
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MEMORANDUM

December 19, 1991

TO: THE BOSTON REDEVELOPMENT AUTHORITY AND
STEPHEN COYLE, DIRECTOR

FROM: JOSEPH NOONAN, ASSISTANT DIRECTOR FOR MANAGEMENT AND
BUDGET

SUBJECT: ORGANIZATION OF THE BOSTON REDEVELOPMENT AUTHORITY

(SEE SEPARATE BINDER)

SUMMARY: In August, 1986, the first BRA organization plan in seventeen years was adopted in order to provide more effective operations in response to Boston's economic revitalization and growth pressures. This organization for fiscal year 1992 is again in response to demand for services. In the proposed organization plan the basic structure of the executive offices and the nine operating departments remain constant. New initiatives in economic and institutional development require the creation of the Economic Development and Institutional Planning and Development departments. The completion of many engineering and harbor objectives and the reduced scope of the remaining objectives in these areas allow the absorption of these responsibilities by other BRA programmatic departments. Titles are modified to more accurately reflect work responsibilities.

In August, 1986, the first Boston Redevelopment Authority organization plan in seventeen years was adopted in order to provide more effective operations in response to Boston's economic revitalization and growth pressures. The 1986 organization was based on the demand for BRA services. It emphasized the BRA's housing, harbor and neighborhood planning functions in the context of the growth economy.

This organization for fiscal year 1992 also responds to demand for BRA services along with the changes which have occurred during the past five years. Many of the initiatives and projects identified in the mid 1980s have been undertaken and completed. Successful development and disposition of BRA parcels has been particularly effective in reducing demand for staff support, as has the closure of several rezoning efforts in neighborhood, downtown, and waterfront districts. The number of staff has been reduced by approximately one third since 1987. Changes in the City's economic climate also create a demand for change in the BRA's organization.

In the proposed organization plan the basic structure of the executive offices and the nine operating departments remains constant. Two departments remain policy oriented and one continues to provide administrative services while the others will provide programmatic services. The executive, policy and administrative functions are unchanged. The programmatic departments are modified to reflect changes in BRA programmatic objectives and the economy. New initiatives in economic and institutional development require the creation of the Economic

Development and Institutional Planning and Development departments. The completion of many engineering and harbor objectives and the reduced scope of the remaining objectives in these areas allow the absorption of these responsibilities by other BRA programmatic departments.

The reassignment of personnel to align with the proposed organization plan has identified instances where an employee's title is no longer consistent with their work responsibilities. In these instances the titles have been modified to more accurately reflect the employee's responsibilities.

An appropriate vote follows:

VOTED: That the Organization Plan attached hereto with the title modifications included on it and dated December 19, 1991 be and hereby is approved.